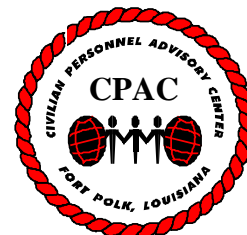




CIVILIAN PERSONNEL ADVISORY CENTER FORT POLK, LOUISIANA 71459-5341



"A Return to Prominence -- The Year to Excel."

CPAC INFORMATION BULLETIN
NUMBER 71

JUNE 2005

NSPS UPDATE

The NSPS statute provides for a "meet and confer" period during which employee representatives meet with DoD and OPM officials for no less than 30 days to discuss union concerns and recommendations regarding the NSPS proposed regulations and attempt to reach agreement. These sessions started on April 18, 2005, and are being facilitated by the Federal Mediation and Conciliation Service. The DoD/OPM team and the union representatives are meeting each day.

WEEK THREE - May 02-06, 2005

Week three involved extensive discussions relative to labor relations issues, particularly on the impact of DoD issuances and NSPS implementing issuances on collective bargaining agreements. Additionally, DoD and OSD continued its presentation on details of the human resources system, primarily in performance management.

Specific Areas of Discussion:

Labor Relations: At the union's request, DoD and OPM provided an extensive overview of the impact of NSPS on an actual master labor agreement. DoD identified which articles would or would not be impacted as a result of NSPS.

The unions have asked for a similar review to be conducted on a local supplement to the contract.

Unions expressed concerns relative to the impact of DoD issuances and NSPS implementing issuances on existing collective bargaining agreements, especially at the Component or Defense agency level. The term "issuance" refers to policy directives, instructions, manuals, and similar documents that govern and guide operations in the Department. NSPS "implementing issuances" are those issuances that specifically carry out the provisions of the NSPS regulations. Both kinds of issuances may impact collective bargaining agreements. DoD will clarify questions relative to the definition of Component for NSPS purposes.

Union Proposals: The unions presented two proposals to DoD and OPM regarding collective bargaining. The first one dealt with multi-unit and national level bargaining, and the second was a proposal regarding the post implementation bargaining and emergencies/exigencies. DoD and OPM agreed to get back to the unions after reviewing the proposals.

Human Resources: DoD and OPM's presentation of the human resources system focused on the supervisor's role in performance management. The discussion included planned training for employees and supervisors, emphasized it would involve both web-based and classroom instructional methods and that it will be mandatory. DoD officials emphasized the Department's

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commitment to ensure funding for NSPS training.

Next Steps: In addition to discussing the specific union proposals, the unions expressed a desire to focus discussion on issues relative to scope of bargaining, third party review, and impact of issuances on existing collective bargaining agreements. To facilitate this discussion, DoD and OPM provided the unions a list of issue areas in which we are prepared to discuss potential solutions. This includes presenting specific proposals for discussion that address the union concerns in a variety of areas.

WEEK FOUR - May 09-13, 2005

Department-wide or Component-wide "issuances," scope of bargaining, and the process for reconsideration of performance ratings were the primary topics discussed during week four of the meet and confer period between DoD, OPM and employee representatives.

The unions requested that DoD and OPM specifically address their questions regarding scope of bargaining before proceeding with discussion on any other topics. DoD provided an answer; the unions then requested a caucus for the remainder of the week, with meet and confer to resume on Monday, May 16, 2005.

Specific Areas of Discussion:

Issuances: The unions had asked for clarification on who could promulgate issuances that would impact collective bargaining agreements. DoD proposed that only the Secretary of Defense, the Deputy Secretary of Defense, Secretaries of the Military Departments, and Principal Staff Assistants (e.g., Under Secretaries of Defense) would promulgate issuances that impact collective bargaining agreements. Any other issuances would continue to be subject to collective bargaining obligations.

The unions' preference is to allow for bargaining over all issuances, using national level bargaining for those issued at these senior levels. DoD stated that such issuances are used to establish uniform policies and procedures, not subject to local modification,

and are necessary for the effective and efficient operations of the Department.

Scope of bargaining: The unions made it clear that the proposed regulation with respect to scope of bargaining was unacceptable to them and that we should retain the scope of bargaining, as it exists under current rules. DoD answered that while the proposed regulation narrows the scope of bargaining, the Department believes it strikes the appropriate balance of providing employees and their representatives the ability to bargain over important workplace issues and to have a voice in operational matters, while allowing the Department to act expeditiously to carry out its mission.

Exigencies and post-implementation bargaining: The unions submitted a proposal on bargaining in the event of "exigent" circumstances, explaining that it would allow management to meet its needs while maintaining the current scope of bargaining under Chapter 71. Management indicated the proposal appeared to be more restrictive than what is in place now.

Reconsideration of Performance Ratings: Extensive discussion on options for requesting reconsideration of a performance rating, with the focus on an administrative procedure and/or the use of negotiated grievance procedures.

Next steps: Resume meet and confer on Monday, May 16th and discuss list of issues previously provided to the unions.

WEEK FIVE - May 16-19, 2005

DoD and OPM officials exchanged a number of proposals with the unions on subjects covering most sections of the proposed regulations. Discussion on each of the subparts of the proposed regulations continued, with the unions presenting their proposed modifications and recommendations. DoD and OPM informed the unions that their proposals on scope of bargaining, specifically regarding implementing issuances and their interpretation of Chapter 71, do not meet the Department's needs. DoD and OPM also pointed out that the proposed regulations do not eliminate collective bargaining. DoD and

OPM identified many items that are still open for further discussion.

On Monday, May 16, after the unions responded to DoD's position regarding scope of bargaining that was presented the previous week, six of the 43 unions that represent DoD employees withdrew from the meet and confer process. The other unions participating agreed to continue the process.

DoD and OPM agreed to extend meet and confer beyond the minimum 30 days and further face-to-face discussions will resume on June 1st. DoD and OPM will provide papers responding to union recommendations during the week of May 23rd for consideration and for further discussion when the group reconvenes on June 1st.

Other Areas of Discussion:

Performance Rating Reconsideration

Process: continued discussion regarding options that would be available to employees and the role of arbitrators in such a process.

Program Evaluation: DoD and OPM indicated a desire for union input on how the unions would be involved in program evaluation. Topics included defining objectives, identifying data sources, developing questions and participating in analysis. The unions suggested a joint labor-management announcement of any survey would encourage greater employee participation.

Next Steps:

DoD and OPM will provide responses to union proposals presented this week. All parties will prepare for meet and confer to reconvene on Jun 1st.

WEEK SIX - May 23-27, 2005

Although there were no meetings between DoD and OPM officials and the unions this week, DoD and OPM prepared and delivered responses to the unions on their recommended changes to each of the subparts of the proposed regulations. Meet and confer meetings will reconvene on June 1st, with plans to discuss these and other topics further.

"America is counting on each of us to move the Department of Defense into a new era of employee opportunity and excellence."

The Honorable Gordon R. England
Senior Executive for NSPS

Visit the NSPS website at
www.cpms.osd.mil/nsps

BRAC – Fort Polk

Fort Polk was not among those installations targeted for realignment or closure on the Base Realignment and Closure (BRAC) Listing released on 13 May 05.

However, more than 18,000 Defense Department civilians at other locations will see their jobs eliminated or contracted out as part of the Pentagon's recommendations for closing and realigning military bases.

The Pentagon wants to close 33 major bases, realign 22 more and make hundreds of other changes at smaller bases. Those recommendations will be reviewed by an the independent Base Realignment and Closure Commission this summer, which will then prepare a final list for President Bush by Sept. 8. The president has until Sept. 23 to accept or reject the list before sending it to Congress, which has 45 legislative days to reject it or the recommendations become law.

The Defense Department's moves will affect 133,769 military jobs and 84,801 civilian positions at hundreds of installations nationwide. Of those jobs, 122,987 military and 66,578 civilian jobs will move to other bases, while 10,722 military jobs and 18,223 civilian jobs will be eliminated or turned over to private contractors. The Pentagon estimates its base closing recommendations will require hiring 2,818 additional contractors.

Like past base closing rounds, the Defense Department will offer civilian employees at

affected bases a variety of career options, among them moving to a new base, being placed on a priority list for other jobs in the area, and incentives to take early retirement.

The largest relocation of civilian jobs will occur in the Northern Virginia suburbs of Washington, where thousands of Defense civilians work in leased office space. Nearly 23,000 Defense jobs, including 15,754 civilian positions, will move to more secure space at military installations, including thousands to nearby military bases, among them Fort Belvoir, Va. and Fort Meade, Md. Fort Belvoir stands to gain 5,729 civilian jobs and Fort Meade will add 2,915 civilians.

A recent George Mason University survey found that more than 40,000 Defense workers are in leased space that does not meet homeland security requirements. Rumsfeld said moving them to military bases would guarantee those security standards are met.

Some civilians moving to Fort Belvoir will take spots now occupied by 816 civilian and 75 military personnel, who make up Army Materiel Command headquarters. The command is being relocated to Redstone Arsenal, Ala.

The Defense Finance and Accounting Service, a largely civilian defense agency that processes employee payroll and payments to contractors, will be relocated and consolidated from more than 20 locations into three large facilities.

Military industrial facilities also will see major changes under the Pentagon's plan. Red River Army Depot in Texarkana, Texas, with 2,491 civilians, will be closed and much of that work will go to other depot facilities, including Anniston Army Depot, Ala., and Letterkenny Army Depot, Pa.

Also, the Navy will close Portsmouth Naval Shipyard in Kittery, Maine, where 4,032 civilians overhaul submarines, and move most of that work to its three remaining shipyards in Virginia, Hawaii and Washington.

Other major closings and realignments for civilians include:

- Closing the Army's Communications and Electronics Command at Fort Monmouth, N.J. (4,652 civilians)
- Closing Army Training and Doctrine Command at Fort Monroe, Va. (1,948 civilians)
- Closing the Army's Walter Reed Medical Center in Washington and building a joint health care facility in Bethesda, Md. (2,357 civilians)
- Closing Brooks Air Force Base in San Antonio, Texas (1,268 civilians)

The states losing the most civilian jobs are: Virginia (8,843), Maine (4,139), New Jersey (3,713) and Texas (3,175). Those gaining the most civilian jobs are: Maryland (9,012), Indiana (2,641), Alabama (2,018) and Kentucky (1,482).

(GovExec.com – George Cahlink)

Documenting Permanent Disability Is Made Easier For Veterans

It recently became easier for disabled veterans seeking Federal employment to document their permanent disability. Federal agencies may now accept veterans' disability letters dated 1991 or later. Previously, such statements had to be dated within the previous 12 months.

In a March 29th announcement, the Office of Personnel Management (OPM) said this change aligns with Department of Veterans Affairs (VA) policy, which considers letters issued in 1991 or later as proof of a permanent disability, unless specifically stated otherwise. Standard Form (SF) 15, Application for 10-Point Veteran Preference, was revised in December 2004 to reflect this change. The new SF 15 is available on the OPM web site, www.opm.gov/forms/html/sf.asp.

Along with a completed SF 15, disabled veterans must submit an official statement from the VA or a branch of the Armed Forces in order to claim preference based on-

- Eligibility for, or receipt of, compensation from the VA; or
- Disability retirement from a Service Department for a service-connected disability.

Agencies, OPM examining offices, and agency appointing officials use the SF 15 and required documentation to adjudicate individuals' claims for veterans' preference in accordance with the Veterans' Preference Act of 1944, which was codified in various parts of title 5, United States Code (U.S.C.). In the past decade, veterans' preference was deemphasized by the Veterans Employment Opportunities Act (VEOA) of 1998 (Public Law 105-339), October 31, 1998. Section 6 of the VEOA, codified at 5 U.S.C. 2302(b)(11), made it a prohibited personnel practice for an agency to knowingly violate veterans' preference requirements.

CODE OF ETHICS

In his memorandum to all Army personnel dated 5 April 2005, Francis J. Harvey, Secretary of the Army, asked each employee to review the following no later than June 30, 2005: (1) Federal Oath of Office (5 USCS 3331); (2) the U.S. Army Statutory Requirement of Exemplary Conduct (10 USCS 3583); (3) and the Principles of Ethical Conduct for Government Officers and Employees (E.O. 12731, 55 FR 42547). In his memorandum, Mr. Harvey stated that "Each of us should consciously reaffirm our commitment to compliance with these and with all provisions of the Joint Ethics Regulation (DOD 5500.7-R, including changes 1-4) and to avoid even the slightest appearance of ethical compromise in the performance of our official duties."

Federal Oath of Office 5 USCS 3331 (2004)

3331. Oath of Office

An individual, except the President, elected or appointed to an office of honor or profit in the civil service or uniformed services, shall take the following oath: "I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God." This section does not affect other oaths required by law.

U.S. Army Statutory Requirement Of Exemplary Conduct 10 USCS 3583 (2004)

3583. Requirement of exemplary conduct.

All commanding officers and others in authority in the Army are required—

- (1) to show in themselves a good example of virtue, honor, patriotism, and subordination;
- (2) to be vigilant in inspecting the conduct of all persons who are placed under their command;
- (3) to guard against and suppress all dissolute and immoral practices, and to correct, according to the law and regulations of the Army, all persons who are guilty of them; and
- (4) to take all necessary and proper measures, under the laws, regulations, and customs of the Army, to promote and safeguard the morale, the physical well-being, and the general welfare of the officers and enlisted persons under their command or charge.

**Principles of Ethical Conduct for
Government Officers and Employees
E.O. 12731 of October 17, 1990
55 FR 42547
October 19, 1990**

**EXECUTIVE ORDER 12371 – PRINCIPLES
OF ETHICAL CONDUCT FOR GOVERNMENT
OFFICERS AND EMPLOYEES**

By virtue of the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to establish fair and exacting standards of ethical conduct for all executive branch employees, it is hereby ordered as follows:

Part I, Section 101 – Principles of Ethical Conduct

To ensure that every citizen can have complete confidence in the integrity of the Federal Government, each Federal employee shall respect and adhere to the fundamental principles of ethical service as implemented in regulations promulgated under sections 201 and 301 of this order:

- Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws, and ethical principles above private gain.
- Employees shall not hold financial interests that conflict with the conscientious performance of duty.
- Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
- An employee shall not, except pursuant to such reasonable exceptions as are provided by regulation, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
- Employees shall put forth honest effort in the performance of their duties.

- Employees shall make no unauthorized commitments or promises of any kind purporting to bind the Government.
- Employees shall not use public office for private gain.
- Employees shall act impartially and not give preferential treatment to any private organization or individual.
- Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
- Employees shall not engage in outside employment or activities, including seeking or negotiating for employment that conflict with official Government duties and responsibilities.
- Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
- Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those – such as Federal, State, or local taxes – that are imposed by law.
- Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
- Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards promulgated pursuant to this order.

**JUNE MANDATORY
TRAINING**

Mandatory Training for FY 05 will be conducted during the employee's birth month.



Employees and their supervisors have the opportunity to choose between two dates to attend the training. Everyone is required to attend this training.... Mark your calendar and plan to attend.

The June 2005 training dates are:

7 Jun 2005
22 Jun 2005

The location of the training for the above class dates is the new Library/Education Center, Room 123.

The schedule of training is as follows:

0800-0930 - Alcohol and Drug Abuse
0930-0940 - break
0940-1010- Security
1010-1020 - break
1020-1120 - DA Ethics Training
1140-1240 - Lunch
1240-1540 - E/POSH

ANTI-TERRORISM TRAINING

The Jun 2005 Level 1 Anti-Terrorism onsite class date is scheduled for **21 Jun 2005, 0830-1200 hours at the Library/Education Center, Room 123**. All birth-month employees are required to attend this training **OR** complete this training online prior to 21 Jun 05 as follows:

The online location of the training is <http://at-awareness.org> the access code is **aware**. Once you get in you will be asked to sign-up. Please complete the sign-up form and submit. After submission you will be able to log on immediately. Make sure that you remember your username and password.

- Click on AT Level 1 Course
- When ready to begin the training - scroll down to Begin the Training and click on cv
- The rest is user friendly

All individuals who choose to complete the training online must print a copy of the certificate of training and fax it to Tami Culbreath at 531-1856. Include the social security number on the certificate of completion.

**WAITING GOT YOU
STRESSED?**

Waiting in lines at the bank and grocery store or getting stuck in traffic can be stressful. But instead of letting it get to you, try this: Use the time productively. Solve a problem or make a to-do list for the day. Read the paper, a book, or your mail. It won't make the line move any faster, but you'll feel a whole lot better.

Setting Up Automatic OPM Vacancy Announcement Notifications

In response to inquiries from employees, we want to advise you of a way that you can set up an account with the Office of Personnel Management to automatically send you e-mail notifications of vacancy announcements. This will only take you about five minutes to set up. You may set up the account to show you only Army positions or all Federal Agencies; you customize the account for your personal needs.

Go to www.usajobs.opm.gov

SELECT MY USAJOBS (3RD choice across the top)

SELECT CREATE YOUR ACCOUNT NOW

Once you have saved this, you will receive an e-mail notification that your account has been established.

SELECT: Create a new search agent

Complete the questions required to set up your account. (For example, you can designate the location, series, grade, agency, etc. for which you wish to be receive e-mail notifications of announcement).

Once this is completed you will receive e-mails on a daily, weekly, monthly basis depending on what you selected when you set up the account that there are currently announcements posted for the positions you are interested in.

The e-mail includes a hot link to see the announcements.

HOLIDAY/LIBERAL LEAVE SCHEDULE FOR 2005

HOLIDAY	DATE DESIGNATED	TRAINING/ LIBERAL LEAVE
Independence Day	4 July 2005	1 July 2005
Labor Day	5 September 2005	2 September 2005
Columbus Day	10 October 2005	7 October 2005
Veteran's Day	11 November 2005	14 November 2005
Thanksgiving Day	24 November 2005	25 November 2005
Christmas Day	26 December 2005	23 December 2005
New Year's Day	2 January 2006	30 December 2005

For additional information pertaining to the holiday and liberal leave schedule refer to CPB 01-05 dated 3 January 2005 as amended by CPB 10-05 dated .

Federal Employees' Group Life Insurance Program

Frequently Asked Questions

Q. What Happens to My Life Insurance if I am sent to a "Combat Zone" in a Support Capacity?

A. Being sent to a combat zone does NOT cancel FEGLI coverage. Civilian employees who are sent to a war zone or combat zone in

a support capacity keep their FEGLI coverage, including Accidental Death & Dismemberment (AD&D) coverage. Being sent to a combat zone does not affect the amount of your FEGLI coverage.

If a Federal employee working in a war zone is killed, "regular" death benefits are payable to the employee's beneficiaries. Accidental death benefits are also payable under Basic insurance (and Option A, if the employee had that coverage) unless the employee was in actual combat (or unless nuclear weapons were being used) at the time of the injury that caused the employee's death. The Office of Federal Employees' Group Life Insurance (OFEGLI) decides whether to pay accidental death benefits only after thoroughly studying the facts and documentation surrounding an employee's death. The determination is made on a case by case basis. While we cannot say that in 100% of civilian deaths AD&D benefits will be payable, we can say that it is highly unlikely for a civilian to be in actual combat.

Accidental death benefits are in addition to regular death benefits. Even if accidental death benefits are not payable, regular death benefits ARE payable.

Q. What Happens to My Life Insurance if I am Called-Up to Active Duty?

A. If you are put in a non-pay status while on military duty, you can keep your Federal Employees' Group Life Insurance (FEGLI) coverage for up to 12 months. This coverage is free. Being called-up to active duty does not affect the amount of your FEGLI coverage. At the end of 12 months in non-pay status, the coverage terminates. Employees get a free 31-day extension of coverage and have the right to convert to a non-group policy.

Being called up to active duty status or being sent to a combat zone does NOT cancel FEGLI coverage. Nor does it automatically make an employee ineligible for accidental death and dismemberment (AD&D) coverage. All FEGLI coverage remains in effect for the period of time described above. If a Federal employee with FEGLI is called-up to active military duty and is killed, "regular" death benefits are payable to the employee's beneficiaries. Accidental death benefits are also payable under Basic insurance (and Option A, if the

employee had that coverage) unless the employee was in actual combat (or unless nuclear weapons were being used) at the time of the injury that caused the employee's death.

Accidental death benefits are in addition to regular death benefits. Even if accidental death benefits are not payable, regular death benefits ARE payable.

Q. What Happens to My Life Insurance if I leave My Federal Government Job to go Into the Military?

A. If you separate from service to enter the military, you are considered to be in a non-pay status for FEGLI Purposes. As long as you have reemployment rights under USERRA, you can keep your FEGLI coverage for up to 12 months, or until 90 days after your military service ends, whichever date comes first. This coverage is free. At the end of 12 months (or 90 days after the military service ends), the coverage terminates. You also get the 31-day extension of coverage and the right to convert.

If a FEGLI enrollee is in a war zone and is killed, "regular" death benefits are payable to the employee's beneficiaries. Accidental death benefits are also payable under Basic insurance (and Option A, if the employee had that coverage) unless the employee was in actual combat (or unless nuclear weapons were being used) at the time of the injury that caused the employee's death. The Office of Federal Employees' Group Life Insurance (OFEGLI) decides whether to pay accidental death benefits only after thoroughly studying the facts and documentation surrounding an employee's death. The determination is made on a case by case basis. While we cannot say that in 100% of civilian deaths AD&D benefits will be payable, we can say that it is highly unlikely for a civilian to be in actual combat.

Accidental death benefits are in addition to regular death benefits. Even if accidental death benefits are not payable, regular death benefits ARE payable.

At the end of 12 months, or 90 days after your military service ends, whichever date comes first your former agency must complete an Agency Certification of Insurance Status (SF 2821) and a Notice of Conversion Privilege (SF

2819). If a claim needs to be filed while you are still covered under FEGLI, you or your survivors should contact your former employing agency.

Q. What Happens to My Life Insurance When I Return to Active Federal Service?

A. When an employee who has been on military duty returns to active Federal service, he or she gets back whatever type(s) of life insurance he or she had before going into non-pay status (as long as the position is not excluded from coverage). The employee does not get an opportunity to elect more coverage unless he or she has been separated from service for at least 180 days.



REMINDER: The Open Season for TSP is April 15 through 30 June 2005. The Open Seasons will be eliminated effective 1 July 2005.

TSP RATES OF RETURN

Rates of Return were updated on **2 May 2005**.

	G Fund	F Fund	C Fund	S Fund	I Fund
May 2005	0.37%	1.05%	3.15%	6.05%	(0.40%)
Last 12 Months*	4.51%	6.84%	8.21%	13.05%	14.20%
(6/1/04 – 5/31/05)					

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Civilian TSP participants who are members of the Ready Reserve — If you are a civilian TSP participant with an outstanding TSP loan and are placed in nonpay status to perform military service, make sure your agency provides the TSP with documentation to certify your status and suspend loan payments. The Internal Revenue Code allows the TSP to suspend loan payments for all participants placed in nonpay status for up to one year of nonpay. However, participants placed in nonpay status to perform military service for more than one year are authorized suspension of loan payments for the entire period of military service. For more

information, see the Fact Sheet [Effect of Nonpay Status on TSP Participation](#).

TSP TIDBIT: If you are age 50 or older and you are already contributing the maximum amount of regular TSP contributions for which you are eligible, you may elect to make up to \$4,000 in catch-up contributions for 2005. You must make a new election each calendar year. (This [limit](#) changes annually.)

ThriftLine Telephone Changes May 31, 2005

Callers from **inside** the United States and Canada should use the following number to reach the ThriftLine or the TSP Service Office:

(877) 968-3778 – (1-TSP-YOU-FRST)
This is a **toll-free** number

Beginning May 31, callers from outside the United States and Canada who cannot use the toll-free number should use the following telephone number to contact the ThriftLine or the TSP Service Office:

(404) 233-4400
This is **not a toll free** number

FEHB Coverage and Premium Payment for Civilian Employees Called to Active Duty In Support of Contingency Operations

Guidance and Procedures

General Information

Section 1101 of the National Defense Authorization Act (NDAA) for Fiscal Year 2005, Public Law (Pub.L.) 108-375 (October 28, 2004) amended title 5, United States Code (U.S.C.) section 8905a to provide for an

extension of continued coverage under the Federal Employees Health Benefits (FEHB) Program for up to 24 months. This provision also amended 5 U.S.C. 8906(e)(3) allowing agencies to pay the employee's share, in addition to the government's share, of the FEHB premium for 24 months. These amendments apply to employees called or ordered to active duty on or after September 14, 2001.

To be eligible to continue FEHB coverage under 5 U.S.C. 8905a and for payment of the employee's share of the FEHB premium under 5 U.S.C. 8906(e)(3) the employee must:

- Be enrolled in FEHB and elect to continue that enrollment.
- Be a member of a Reserve component of the armed forces. The Reserve components are: The Army National Guard of the United States, the Army Reserve, the Naval Reserve, the Marine Corps Reserve, the Air National Guard of the United States, the Air Force Reserve, and the Coast Guard Reserve.
- Be called or ordered to active duty (voluntarily or involuntarily) in support of a contingency operation as defined in 10 U.S.C. 101(a)(13).
- Be placed on leave without pay (LWOP) or separated from service to perform active duty.
- Serve on active duty for a period of more than 30 consecutive days.

The beginning date for continued coverage and agency full premium payment provided by Pub. L. 108-375 is the date the employee is placed on LWOP or separated from service to perform active duty. The maximum period of eligibility for each period of active duty is 24 months after the date the employee is placed on LWOP or separated from service to perform active duty.

The contingencies and operations covered are provided in the following chart. Due to mission changes, this list may not be comprehensive over time.

Contingency	Authority	Effective Date	Status
Bosnia Operation Joint Endeavor Operation Joint Guard Operation Joint Forge	Executive Order 12982	Dec 8, 1995	Ongoing
Iraqi Crisis Operation Southern Watch Operation Northern Watch	Executive Order 13076	Feb 24, 1998	Ongoing
Kosovo Operation Allied Force	Executive Order 13120	Apr 27, 1999	Ongoing
9/11 Terrorist Attacks Operation Enduring Freedom Operation Noble Eagle Operation Iraqi Freedom	Executive Order 13223	Sep 14, 2001	Ongoing

Some employees performing military service are not eligible for the full FEHB premium payment by the agency. Title 38 U.S.C. 4317(a)(1)(A), the Uniformed Services Employment and Reemployment Rights Act (USERRA), provides for continued health coverage for employees called to duty under title 32 or title 10 (whether or not they are called in support of a contingency operation). These are:

- Members of the Army National Guard or Air National Guard performing Full-Time National Guard Duty (FTNGD) under title 32, U.S.C., or any provision of state, territorial, or District of Columbia code.
- Employees called to active duty under title 10, U.S.C., but not in support of a contingency operation.

This policy applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the Department (Hereafter collectively referred to as the "DoD Components").

Approval Procedures

Employees must provide written notification to the supporting Human Resources Office (HRO) of their election to retain FEHB coverage during the period of LWOP or separation to perform active duty. The employee must submit proof of qualifying service by providing a copy of written orders to the supporting HRO that specify he or she has been called to active duty in support of a contingency operation. Examples of acceptable written orders include:

- If the statutory authority listed on the orders is 10 U.S.C. 12301(a), 12302, or 12304, the employee has provided proof of qualifying service. It is not necessary for the orders to specifically state the words "contingency operation" when any of these statutory authorities are shown.

OR

- If the orders do not specifically provide one of the three statutory authorities shown above, the orders must state that the duty is in support of one of the name contingencies/operations and the statutory authority is a provision of 10, U.S.C. for proof of qualifying service to be provided.

ARE MALES AT RISK FOR BREAST CANCER?

Men, did you ever think that because you are of the male persuasion that you are not at risk for breast cancer? Well guess again.

Male Breast Cancer is rare, accounting for less than one percent of all diagnosed breast cancers. The diagnosis usually occurs in older men. The average age is approximately 63 years. The characteristics and treatments given for male breast cancer are very similar to that of female breast cancer.

RISK FACTORS: The causes for the majority of male breast cancer are not readily identifiable. Discovery of mutated genes called the BRCA1 and the BRCA2 greatly increase the risk for breast cancer. Other than these genes, research has identified the following as possible risk factors for male breast cancer:

- ♦ Jewish heritage
- ♦ African-American heritage
- ♦ History of mumps orchitis after age 20
- ♦ Klinefelter's syndrome
- ♦ Conditions of increased or excessive estrogen levels
- ♦ Conditions causing decreased testosterone levels

- ◆ Occupational jobs that cause high environmental exposure to heat (steel mills, etc.)
- ◆ Exposure to electromagnetic fields for extended periods of time
- ◆ Exposure to ionizing radiation

MORE DEFINITIVE RISK FACTORS:

- ◆ Having a first degree family history of breast cancer
- ◆ Family history on mother's or father's side
- ◆ Increased alcohol intake
- ◆ Obesity
- ◆ History of colon cancer

DIAGNOSIS: Diagnosis of male breast cancer is like that of the female.

- ❖ Most male breast cancers present as a lump on one side that is hard and anchored in surrounding tissues when examined with the hand.
- ❖ Breast discharge on one side of a male is cause for a diagnostic work-up.
- ❖ Mammograms, ultrasounds and needle biopsy are also useful in helping to identify if the presenting symptom is a malignancy.

❖ The challenge in male breast cancer, like female breast cancer is early detection. The earlier the stage of the disease, the better the prognosis. Practice doing breast self-exam monthly. Contact a physician if any change is found in your breasts.

In recognition of National Men's Health Awareness Month, Bayne-Jones Army Community Hospital Health Promotion Program will be providing Health Awareness information at the Main Post Exchange on 10 & 24 June from 10 AM to 1 PM.

If you are interested in education on other health topics for yourself, family, family support group or unit, you may contact our Health Promotion Program staff at 531-6880 or 531-3255.

(Information provided by EduCare Inc. and American Cancer Society)

**DON'T FORGET DAD ON
FATHER'S DAY!!**



**FATHER'S DAY
SUNDAY, JUNE 19TH!**

LEAVE TRANSFER PROGRAM

Would you like to assist a co-worker who is in need of annual leave? Then consider donating annual leave to employees enrolled in the Voluntary Leave Transfer Program. To donate leave, submit a "Leave Transfer Authorization" FP Form 25, to the CPAC at Bldg. 412. Who is in need:

**Sammie Rogers, DMWR
Arlon Miller, AG**

ARTICLES FOR BULLETIN

If you have any suggestions on topics or issues that you would like addressed in future bulletins, please submit them to one of the following:

1. ogles@polk.army.mil
2. Call 531-4020

Suggestions will be reviewed and addressed if at all possible.

**//Original Signed//
DONALD R. MALLET
Director, Civilian Personnel
Advisory Center**